

Mennonite Church USA/Mennonite Church Canada

Ministerial Leadership Information – Twenty Pastoral Tasks

Name of congregation

City

St./Prov.

Pastoral / Congregational Priorities - "Twenty Pastoral Areas". This worksheet is intended to be used by both congregations and prospective pastors. It is designed to identify both the perceived needs and expectations of the congregation and the priorities and vision of the pastoral candidate. The aim of this indicator is to aid in the matching of the congregation's expectations and the pastor's priorities. It can also serve as a useful discussion guide in the exploration/negotiation process. The order of listing below is by random selection and does not reflect any indication of priority.

Pastoral Candidates: Focus on how you would prioritize your time in pastoral ministry. This is the place to demonstrate the vision for the position you are seeking with regard to the priorities a leaders should have. This is not an indicator of your preferences, gifts or talents; i.e. a candidate might have gifts in an area but feel it is not the highest priority for a pastor. The second instrument in the MLI is the place for gifts and abilities to be named.

Congregations: Focus on what your perceived needs and expectations are as a congregation. Think about the priorities you have for your pastor and your pastor's time.

Instructions for both a congregation and a pastor:

Mark **only five (5)** high expectation/priority range (6 or 7)

Mark **only ten (10)** medium expectation/priority range (3 , 4, or 5)

Mark **remaining five (5)** as low expectation/priority range (1 or 2)

CONGREGATIONAL EXPECTATIONS/ PASTORAL PRIORITIES		Low	Medium	High
A. LEADERSHIP/ADMINISTRATION	Pastor facilitates the development and implementation of vision, mission and goals for the congregation and accepts appropriate administrative and supervisory responsibilities in a climate of shared leadership with members/ ministry team.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
B. CHRISTIAN FORMATION	Pastor provides leadership in identifying formation needs of persons of all ages and backgrounds and in developing opportunities for growth and transformation.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
C. MINISTRY IN THE COMMUNITY	Pastor is actively engaged in identifying the missional context of the local community, and working with both church and community groups. Encourages members to become informed and involved. Works with local ecumenical and interfaith efforts.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
D. BROADER MENNONITE CHURCH RELATIONSHIPS	Pastor actively finds ways to connect the local congregation with the wider Mennonite Church for the strengthening of the mission and body of Christ.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
E. COUNSELING	Pastor initiates counseling and pastoral care for those within and outside the church, and makes appropriate referrals.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
F. EVANGELISM	Pastor leads the congregation in a way that communicates the Good News of Jesus Christ to all and understands that the local church is God's agent in the world. The result being the growth of individuals, the congregation and/or the planting of new congregations.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
G. DEDICATIONS, BAPTISMS, MARRIAGES, FUNERALS	Pastor gives priority to important rituals of commitment, transition and healing in the lives of individuals and families so that these occasions become opportunities for spiritual growth.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
H. WORSHIP/MUSIC PLANNING	Pastor actively participates in planning, designing and leading in meaningful worship which invites a deepening relationship with God and transformation of the worshiper.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
I. PREACHING	Pastor places high priority on sermon preparation, content, style and delivery that invites people to a growing maturity in faith, discipleship and mission. Pastor seeks feedback from congregation.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
J. PEACE AND JUSTICE	Pastor emphasizes the application of the Christian gospel to issues of the contemporary world, planning with the congregation for appropriate strategies to join God's action and witness in the world.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
K. STEWARDSHIP/FINANCES	Pastor works with the congregation to develop a planned stewardship program that grows out of God's generosity and translates into church finances that support the mission to which God has called the local congregation and the wider church.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>

L. TEACHING Pastor is actively involved in the teaching of Scripture, theology, and the history of the church; providing instruction for church leaders, new members and new believers.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
M. CONGREGATIONAL CARE Pastor gives priority to developing and carrying out a plan for congregational care that nurtures growing discipleship and invites and equips others to share in Christ's ministry.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
N. CRISIS CARE Pastor visits those in hospitals or emergency situations regularly; network is developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
O. WORK WITH SMALL GROUPS Pastor places emphasis on developing structures which help members to know one another, to grow in faith and maturity, to love and support one another and to reach out to others.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
P. CHRISTIAN SPIRITUALITY Pastor models and teaches personal and communal Christian spiritual practices, encouraging members to grow in authentic personal and congregational spiritual life.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
Q. MISSIONAL LEADERSHIP Pastor helps inspire a shared vision for the church to join in God's activity in the world so that the church will grow in its understanding and be willing to be changed as a people called, redeemed and sent into the world God loves.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
R. HEALTHY COMMUNICATION Pastor leads in developing effective and transparent communication and healthy ways of living with congregational differences, working at problem solving and decision-making while recognizing that our unity is grounded in Christ.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
S. MENTORING YOUTH/YOUNG ADULTS Pastor gives priority to mentoring persons in this key life transition time, with the goal of assisting their involvement in and commitment to the church and its faith. Helps promote a culture of calling to pastoral ministry and other forms of Christian service.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>
T. ACTIVELY CALLS OUT AND DEVELOPS SPIRITUAL GIFTS Pastor sees effective leadership of a congregation is a shared leadership and works actively to develop, support, and encourage lay leadership. Seeks to equip members to release their spiritual gifts in ministries within and beyond the congregation. Encourages mentoring and promotes a culture of calling and equipping new leaders.	1 2 <input type="checkbox"/> <input type="checkbox"/>	3 4 5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	6 7 <input type="checkbox"/> <input type="checkbox"/>

Interpretation:

To tabulate for a congregational score, add the numerical values of each pastoral activity as marked by all the participants, i.e., each "low expectation/priority" counts as 1 or 2 ; each "medium expectation/priority" counts as 3,4 or 5; each "high expectation/priority" counts as 6 or 7. The higher the congregational score on any activity the greater the congregational priority for and expectation of its pastor.

After totaling scores for each pastoral task, it is helpful to write them down in the order the congregation has indicated. Discuss whether this order in fact reflects the consensus of the congregation.

In interpreting the congregational results, look for areas of strong consensus and agreement. What does it mean if there are diverse expectations within the church? Discuss how the congregation can move toward consensus of realistic goals and priorities for a pastor.

Caution! When recent experience shows a neglect or weakness of one area, the temptation is to mark that higher than normal. The results need interpretation in addition to tabulation.

It is not essential for a congregation and a prospective pastor to have all the same high expectations/priorities. What signals danger is if a **high** expectation/ priority for one is a **low** expectation/priority for the other. It is important to pay attention to all three expectation/ priority levels. Those that come out as "low expectation/priority" are as important to notice as "high expectation/priority" categories. Remember that no pastor can pay equal attention to all twenty areas.

Chances are that a normal competent pastor will give 70-80 percent of time and energy to 5 high expectations/priorities, 20-30 percent of time and energy to 10 medium expectations/priorities, and nod in agreement that 5 low expectations/priorities need attention while never finding time or energy or motivation to do much about them.

It might be useful to estimate the number of hours per week that the pastor might be expected to give to each of these pastoral tasks. To be fair and consistent with this form, only those expectations/priorities that are identified as medium or high should be included.

Permission is given to make additional copies of this form for use by the congregation.

Mennonite Church USA, Leadership Development
September 2011